

Attachment A - Paid Benefits

	Public Employees		Public Safety Employees		Mayor/ Appointed Employees	Council Members	Temp/ Seasonal	Long-term Temp/ Seasonal
	Non- Contributory	Contributory	Police Officers	Fire Fighters				
Retirement								
Utah State	11.09%	13.08%	17.95% *	7.83%	----	----	----	11.09%
ICMA RC 401(k)	6.86%	4.87%	----	10.12%	17.95%	8.05%	----	----
ICMA RC 457	----	----	----	----	----	----	7.50%	----
Disability Insurance	0.60%	0.60%	0.60%	0.60%	0.60%	0.60%	----	----
Worker's Compensation	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Unemployment Insurance	0.17%	0.17%	0.17%	0.17%	----	----	0.17%	0.17%
Medicare (If hired 4/1/86 or after)	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
* Total Utah State Retirement contribution for Police Officers is 22.85%; City pays 17.95% and Employee is required to contribute 4.90%								
Total % paid on gross earnings	21.17%	21.17%	21.17%	21.17%	21.00%	11.10%	10.12%	13.71%
** Dollar Amounts are Semi Monthly (24 Pay Periods/Year) **								
Life Insurance *	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$2.50	----	----
Life Be Fit Program	\$5.50	\$5.50	\$5.50	\$5.50	\$5.50	\$5.50	----	----
EAP	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	----	----
Cafeteria Credits/HRA (see note below)								
Full-Time	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00	\$80.00	----	----
Part-Time	\$40.63	\$40.63	\$40.63	\$40.63	----	----	----	----
Medical Insurance (Elected, Appointed and Full Time Employees)								
Single	\$92.51	\$92.51	\$92.51	\$92.51	\$92.51	\$92.51	----	----
2 Party	\$158.96	\$158.96	\$158.96	\$158.96	\$158.96	\$158.96	----	----
Family	\$222.66	\$222.66	\$222.66	\$222.66	\$222.66	\$222.66	----	----
Medical Insurance (Part Time Employees)								
Single	\$62.20	\$62.20	\$62.20	\$62.20	----	----	----	----
2 Party	\$110.16	\$110.16	\$110.16	\$110.16	----	----	----	----
Family	\$156.05	\$156.05	\$156.05	\$156.05	----	----	----	----
Dental Insurance (Elected, Appointed and Full Time Employees)								
Single	\$7.66	\$7.66	\$7.66	\$7.66	\$7.66	\$7.66	----	----
2 Party	\$15.33	\$15.33	\$15.33	\$15.33	\$15.33	\$15.33	----	----
Family	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00	----	----
Dental Insurance (Part Time Employees)								
Single	\$6.76	\$6.76	\$6.76	\$6.76	----	----	----	----
2 Party	\$13.53	\$13.53	\$13.53	\$13.53	----	----	----	----
Family	\$20.28	\$20.28	\$20.28	\$20.28	----	----	----	----
* Life Insurance Coverage	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$25,000	----	----
Note - Additional cafeteria credits are available as follows (semi-monthly dollars):						Single	2 Party	Family
Full-time employees opting out of medical insurance before July 1, 1994						\$34.87	\$31.67	\$28.46
Part-time employees opting out of medical insurance before July 1, 1994						\$15.83	\$12.62	\$9.41
Any employee opting out of dental insurance						\$3.83	\$7.66	\$11.50

All employees that have enrolled in the city's medical insurance plan since July 1, 1994 can choose to opt out of the medical insurance only if they have another plan in place. However, they will not be eligible for additional cafeteria credits. Opting out of the city's medical plan requires that an employee sign a medical insurance waiver. Before doing so, an employee is required to talk with someone in Human Resources about the potential benefits of coordinating the city's plan with his/her alternate coverage.

Sandy City Corporation reserves the right to modify these benefits at times, and in ways, deemed appropriate and necessary to meet the needs of the city and its employees generally.